

Newsletter Content

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Our programmes are tailored with the individual in mind.

As Workforce Singapore's appointed Career Matching Provider, we take pride in delivering high quality services to create a positive change to the Singapore labour market and enable better lives.

We work with individuals to provide guidance, support and training. Through our coaching, workshops and training we believe everyone can find the right job and improve their life through work.

We are Ingeus.

1. From 'Wrong Software' to the Right Story - Coach Subash Krishnan

A candidate once asked me a question during a workshop in Singapore that I hear more often than you might think. He leaned forward and said quietly, "They use a different software. Am I still a strong candidate?" He wasn't worried about the role. He wasn't worried about the industry. He was worried about the tool. In that moment, I realised how many job seekers disqualify themselves before the interview even begins. Because the real barrier isn't software. It's the story we tell ourselves. In Singapore's fast-moving job market, many professionals assume they must tick every box before applying. SAP vs Oracle. Tableau vs Power BI. Python vs R. So they hesitate. They delay. They wait until they feel "ready." Meanwhile, hiring managers are asking a completely different question:

"Can this person learn fast and solve our problems?" And NOT **"Do they know this exact button in this exact software?"**

During the workshop, I asked the candidate what he did in his role. He spoke about vendor management, reporting, dashboards, and process improvements. Then I asked, "Do you realise you're already doing the same work in a different tool?" That was the moment the story shifted. **The gap wasn't capability. The gap was translation.** Instead of saying, "I don't know SAP," the narrative becomes: "I've managed procurement workflows in Oracle and have begun mapping how SAP modules support similar processes."

The moment you change your story; you change how others see your potential.



Connect with Coach Subash on LinkedIn



Here are some actionable tips to super-charge your job search and get hired!

1. **Employers hire problem solvers, not software users**
Tools change. Business problems remain. Focus on the outcomes you create, not the buttons you click.
2. **Translate your experience into business tasks**
Instead of listing tools, describe what you actually *do*: analyse data, improve processes, manage stakeholders, reduce costs, increase efficiency.
3. **Show learning agility, not perfection**
You don't need mastery before applying. Demonstrate that you are already learning the new tool and understand how it connects to your work.
4. **Build quick proof of capability**
Create small evidence of learning:
 - Mini projects
 - Sample dashboards
 - Process maps
 - Short certifications or courses
5. **Reframe your career story around impact**
Always communicate:
 - The problem you faced
 - The action you took
 - The result you achievedImpact beats responsibilities every time.
6. **Tap into the hidden job market**
 - Opportunities often come through conversations before job portals.
 - Have weekly networking conversations and attend industry events.
7. **Replace the "job seeker" mindset with a "value creator" mindset**
Before applying, ask:
"What problem can I help this company solve?"
8. **Your narrative shapes how employers see your potential**
When you shift from "I lack this" to "I can learn and contribute quickly," employers shift from seeing risk to seeing possibility.

Testimonials From Satisfied Clients Who Benefitted From Our Programme

“Coach Joyce has been patient, clear and encouraging in explaining job-search strategies and guiding me through the process. Her professionalism and dedication have made a meaningful difference, and I am truly grateful for the assistance she has provided since November 2025 until now.

It has been a pleasure working with her, especially during the period following my recent retrenchment.”
- Henry Ng



Coach Joyce with Henry Ng

“Dear Coach Ghanti, I would like to express my deepest appreciation for the exceptional support, guidance, and encouragement provided throughout my career transition. You played a crucial role in shaping my CV, refining my interview responses, and helping me approach each opportunity with confidence. During months of job searching, especially after setbacks, you kept my morale high and reminded me of my strengths. Thanks to your unwavering encouragement and practical guidance, I ultimately secured a new role. Because of this remarkable support, I will gladly recommend you to others who need motivation and assistance in navigating their career journey.”
- Dharmananda Lukito

“My heartfelt thanks to Ms Ghanti for her support and motivation. To lose a company after I built it with blood, sweat and tears over seven years was extremely difficult. Ms Ghanti guided me through this depressing part and gave me motivation to rebuild myself and start over. To get myself out of my box, I went for the security course—totally different from what I normally do, but surprisingly interesting. Thank you, Ms Ghanti, your personal skills in guidance and motivation are legendary. We are truly blessed that you are with us.” - Sathesh Sivabalan

2. Career Accelerator Workshops - *Applicable for Ingeus Registered Clients Only*

“The career accelerator workshop doesn’t only provide our clients with in-depth knowledge on tools they can use; it also gives them a better understanding on the blind spots that was unnoticed. Clients will have a better understanding and reflect on what they have done in terms of their work experience.

As the saying goes, “If You Have It, Flaunt It”!
- Coach Dervyn

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Module 1 Job Search Mastery

- Identify industries/job hotspots in seconds using modern online tools and information
- Techniques to get noticed by headhunters and generate more interview opportunities
- Beat the ATS and also save precious hours scrolling through pages of job listings

Module 2 Resume & Cover Letter Preparation

- Know what is required for CVs today
- Create a CV that appeals to employers by focusing on your value proposition
- Prepare an effective and personalised cover letter

Module 3 Successful Interview Techniques

- Interview coaching using proven techniques
- Overcome tough interview questions effectively
- How to prepare before you go for the interview

Module 4 Build Personal Branding on LinkedIn

- Develop an online personal branding statement that differentiates you from others
- Learn how to apply it to develop a powerful LinkedIn account that gets the attention of recruiters
- Understand your core competencies and leverage on your unique set of skills and experience

Module 5 Networking & Elevator Pitch

- Learn techniques and tips to overcoming barriers to networking and network with ease
- Discover ways to find networking opportunity and follow up meaningfully
- Develop and deliver your elevator pitch for networking or when you meet with employers

Career Accelerator Timetables

April - June 2026

		April	May	June
MODULE 1 Job Search Mastery Mondays 1pm - 3.30pm	Week 1	06/04/2026	NIL	NIL
	Week 2	13/04/2026	11/05/2026	08/06/2026
	Week 3	20/04/2026	18/05/2026	15/06/2026
	Week 4	NIL	25/05/2026	22/06/2026

MODULE 2 Resume & Cover Letter Preparation Tuesdays 1pm - 4pm	Week 1	07/04/2026	NIL	NIL
	Week 2	14/04/2026	12/05/2026	09/06/2026
	Week 3	21/04/2026	19/05/2026	16/06/2026
	Week 4	NIL	26/05/2026	23/06/2026

MODULE 3 Successful Interview Techniques Wednesdays 1pm - 4pm	Week 1	08/04/2026	NIL	NIL
	Week 2	15/04/2026	13/05/2026	10/06/2026
	Week 3	22/04/2026	20/05/2026	17/06/2026
	Week 4	NIL	NIL	24/06/2026

MODULE 4 Build Personal Branding on LinkedIn Thursdays 1pm - 3pm	Week 1	02/04/2026	NIL	NIL
	Week 2	09/04/2026	14/05/2026	11/06/2026
	Week 3	23/04/2026	21/05/2026	18/06/2026
	Week 4	NIL	NIL	25/06/2026

MODULE 5 Networking & Elevator Pitch Fridays 1pm - 4.30pm	Week 1	10/04/2026	NIL	NIL
	Week 2	16/04/2026	15/05/2026	12/06/2026
	Week 3	24/04/2026	22/05/2026	19/06/2026
	Week 4	NIL	29/05/2026	26/06/2026

Applicable for Ingeus Registered Clients Only.

Clients who wish to register for the workshops are kindly advised to contact their coaches.

3. Ingeus Quarterly Senior Management Networking Event - Coach Serene

The Q4-2025 senior management networking event which was held in the second week of December 2025 saw more than 30 clients attending the evening get-together session.

Centred around the Sales & Marketing job function theme, the clients exchanged pointers and mingled with one another, while pitching their respective profiles.

Our invited panellists included 2 pairs of recruiters from agencies and representatives from an MAS-licensed financial institution. In their summary, the panellists agreed there was a lot of Sales & Marketing talent in the room that night and identified quite a few clients they would subsequently contact to explore roles.

The highlight of the evening was arguably the pitch segment where clients were gently nudged to keep to their allotted 90 seconds. Many of our well qualified clients felt that they could do with a bit more time ! The pitches were impactful, with some drawing riotous laughter from the crowd with their liveliness and humour.

All in, we completed another uplifting evening with lively interactions and value created for everyone involved.



Kicking off evening with an opening speech from our Director, Ben – setting the stage for meaningful connections.

4. Resources For Your Personal Journey

Mid-Career Pathways Programme for Mature Mid-career Individuals

The Mid-Career Pathways Programme is a full-time attachment programme for mature mid-career individuals aged 40 and above to widen their professional networks and gain meaningful industry-relevant skills and experience, by being attached to a host organisation and undergoing the development plans put in place for them. The attachments will last between four to six months.

Mature mid-career trainees will receive an attachment allowance of up to \$3,800 per month for the duration of the attachment or programme. The approved monthly training allowance may vary depending on the scope of the attachment proposed by the host organisation. The government co-funds the attachment allowance with the host organisation.



For personalized guidance on how this applies to your journey, talk to your career coach to understand more.

WSG Events & Activities



CareersHorizon



CareersCompass

Scan or click the QR codes to access CareersHorizon and CareersCompass.

Survey

We appreciate
your feedback

Do look out for our survey link which will be emailed to you and help to complete the survey. Thank you!

You can also contact us at: <https://ingeus.com.sg/contact-us>